

**EXHIBIT E**

# **M.J. Dean**

CONSTRUCTION, INC.

## **Anti-Harassment / Discrimination Policy Statement**

### **EMPLOYEE CERTIFICATION AND ACKNOWLEDGMENT:**

I have been given a copy of the M.J. Dean Construction, Inc. Policy on Harassment and Discrimination. I acknowledge that I have reviewed that Policy and that I understand all sections of the Policy, including what acts constitute a violation of the Policy, and what the probable consequences may be for any such violations.

This policy was received and understood on 7/23/2019

PARDELL COLVIN  
EMPLOYEE NAME (PRINT)

  
EMPLOYEE SIGNATURE

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